

U.S. MISSION PAKISTAN – EMBASSY ISLAMABAD
VACANCY ANNOUNCEMENT NO. 14-120

OPEN TO:	In-House Candidates Only	OPENING DATE: July 18, 2014
TITLE:	Engineer (Civil)	CLOSING DATE: July 31, 2014
GRADE:	FSN-11	AGENCY: USAID
POSITION NO:	80260-027	LOCATION: ISLAMABAD
SALARY:	Rs. 3,129,426 P.A. (Starting salary)	

***Final salary determination for the selected candidate will be based on the candidate's demonstrated (certified) salary history.**

NOTE: ALL ORDINARILY RESIDENT APPLICANTS MUST HAVE THE REQUIRED WORK AND/OR RESIDENCY PERMITS TO BE ELIGIBLE FOR CONSIDERATION.

The United State Agency for International Development (USAID/Pakistan) is seeking an individual for the position of Engineer (Civil) for the Office of Peshawar Programs (FATA/KP) in Islamabad. The position is classified at FSN-11 grade level. The starting salary for this position is Rs. 3,129,426 per annum and the maximum range is Rs. 5,849,589 per annum, as per the current FSN Compensation Plan.

BRIEF DESCRIPTION OF DUTIES: The Civil Engineer deals with implementing or monitoring USAID/Pakistan's infrastructure projects in KP and FATA. The incumbent works under the supervision of the USAID/Peshawar Supervisory Civil Engineer and in coordination with the USAID/Peshawar host country counterpart team. The incumbent provides expert input into FATA-KP's infrastructure program. The incumbent plays a key role in developing strategy, implementing, and monitoring the program. S/he takes a primary role in designing a monitoring plan for the program, and plays a lead role in managing monitoring contracts in the construction sector. The incumbent is the principal USAID FSN employee advising the Supervisory Civil Engineer and host government implementation team on infrastructure construction issues and programming within the KP and FATA.

QUALIFICATION REQUIRED:

EDUCATION: Completion of Bachelors (16 years of education) of Engineering degree is required.

EXPERIENCE: A minimum of seven (7) years of progressively more responsible experience in the following areas is required: Civil infrastructure construction design and supervision, operation and maintenance of small to medium facilities, and related project management. At least 5 years out of total experience should be in construction management in schools, hospitals, clinics, offices, local and national roads construction experience in Pakistan is required.

LANGUAGE: Level IV (fluent) Reading/Writing/Speaking of English and Urdu and Level IV (fluent) Pashto is required. Language skills may be tested during the recruitment process.

KNOWLEDGE: It is desired that the candidate have expertise in design and construction of facilities, such as schools, medical facilities, irrigation infrastructure, and offices as well as metaled and unmetaled roads. The candidate should know Pakistan government codes and requirements. It is preferred that the candidate have detailed knowledge of U.S. or international construction standards as well as strategies, programs, and working methodologies of other donors in Pakistan.

ABILITIES & SKILLS: Expert technical abilities in construction contracting, monitoring, and program management. Program design, budgeting, implementation, monitoring and evaluation skills essential. Able to work with architects, engineers, and contractors in the design and construction of buildings that meet international earthquake, handicapped accessibility, quality, and performance standards. Ability to work with road engineers, and contractors in the design and construction of metaled and unmetaled roads that meet Pakistan and U.S. standards. Has skills in handling complex logistical problems posed by construction in FATA and KP regions under security restrictions. Able to effectively communicate complicated policy, strategy, and program issues orally and in writing. Can write in a clear, concise, and well-organized manner. Has good interpersonal, coordination, and bureaucratic skills; can coordinate successfully with all parts of the mission to advance program interests. Can handle sensitive issues diplomatically, represent authoritatively, and use good judgment in speaking on behalf of the organization in high-level meetings with

government, NGOs, and other donors and in conferences, seminars, workshops. Possesses good organization management skills.

ADDITIONAL SELECTION CRITERIA:

1. Management will consider nepotism/conflict of interest, budget, and residency status in determining successful candidacy.
2. Current employees serving a probationary period are not eligible to apply.
3. Current employees with an Overall Summary Rating of Needs Improvement or Unsatisfactory on their most recent Employee Performance Report are not eligible to apply.
4. Applicants for the position must meet the **required** qualifications as advertised in the vacancy announcement.
5. Current employees who have voluntarily reassigned/promoted from one position to another are not eligible to apply within **six months** from the effective date of the reassignment/promotion.
6. Current employees who have received any job related training are not eligible to apply in another section/agency within **six months** from the effective date of the training.
7. Candidates need to indicate on the Application for Employment if any family member is working in the U.S. Mission Pakistan and, if so, in which section they are employed.
8. U.S. Mission Pakistan will not bear any travel expenses for testing, interviews, pre-employment clearances (if selected) or relocation for joining.
9. Please note that for In-House Candidates, employee's transfer or promotion whichever is applicable will be processed according to respective clauses of 3 FAM regulations.

TO APPLY:

Interested applicants must submit their duly completed [DS-174](#) (Application for Employment as LE Staff). Applications should be forwarded on the following email/mailling address. Applicants should clearly mark the position title and/or vacancy announcement number they are applying for on the envelope. Applications can also be submitted by email at FSNIslamabad@usaid.gov. While submitting through email, the Vacancy Announcement Number must be mentioned in the subject line.

**Human Resources Unit, Office of Executive Management, USAID/Pakistan
U.S. Embassy, Diplomatic Enclave, Islamabad**

Applications received after the closing date and incomplete applications will not be considered. Applications not submitted on the prescribed application form and on the given email/mailling address will not be considered. Only short listed candidates will be contacted for their test/interview. To see all advertised positions, please visit Embassy website http://islamabad.usembassy.gov/employment_opportunities.html.

DEFINITIONS:

1. Ordinarily Resident (OR): A citizen of the host country or a citizen of another country who has the required work and/or residency permit for employment in country.
2. Not-Ordinarily Resident (NOR): Typically NORs are U.S. citizen EFMs (Eligible Family Members) and family members of United States Government personnel who are on the travel orders and under Chief of Mission authority, or other personnel having diplomatic privileges and immunities.

CLOSING DATE FOR THIS POSITION: July 31, 2014

U. S. Mission, Pakistan is an equal opportunity employer. All applicants will receive consideration without regard to race, color, religion, gender, national origin, disability, age, sexual orientation, social status, or political ideologies/affiliation.